

Annual EEO Public File Report

For the period beginning 12/1/24 and ending 11/30/25

This report consists of:

<u>Part 1</u>	Station Information
<u>Part 2</u>	Recruitment sources/ interviewees for each full-time vacancy
<u>Part 3</u>	Recruitment initiatives

Preparer: Bob Reed
Signature: 
Title: Operations
Date: November 30th, 2025
Telephone: 860-887-3511

***This reports, which usually covers the prior 12 month period, is to be placed in each station's public file and website (if applicable) every year on the anniversary of the due date of the station's renewal application.**

Part 1

This report covers the following employment unit:

Call Sign	AM/FM	Facility ID#	Com.Of License	State	LMA
WICH	AM	72347	Norwich	CT	NO
WCTY	FM	72346	Norwich	CT	NO
WKNL	FM	48547	New London	CT	NO
WNLC	FM	25406	East Lyme	CT	NO
WILI	AM	66180	Willimantic	CT	NO
WILI	FM	66179	Willimantic	CT	NO

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 2 full-time vacancies were filled by the employment unit

A total of 10 people were interviewed for all full-time vacancies

Part 2

Full Time Hires (Job #1 of 2)

Job Title: Sales Executive

Date Filled: 1/2/25

Total Number of Interviewees: 6

PART 2

FULL TIME HIRES (Job# 1 of 2)

Job Title: Sales Executive
Date Filled: 1/02/25
Total Number of Interviewees: 6

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
www.ctba.org/cgi-bin/HRWorx.pl (Connecticut Broadcaster's Assoc Website)	0
www.careerpage.org/cgi-bin/jobs	1 *Hiree
www.wcty.com (WCTY website)	0
www.wich.com (WICH website)	0
www.wnlc.com (WNLC website)	0
www.bighitbigfun.com (WKNL website)	0
www.hotjobs.yahoo.com (In association with the New London Day)	0
www.ctjobcentral.org	0
Hall Communications Radio Ads WICH/WCTY/WKNL/WNLC/WILI –AM & FM	5
WICH-AM 504	
WCTY-FM 504	
WNLC-FM 504	
WKNL-FM 504	
WILI-AM 504	
WILI-FM 504	

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY ¹ / PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Sherri Tanguay	(860) 204-6100	0
MOHEGAN TRIBAL NATION <u>2</u> /		
1 Mohegan Blvd.		
Uncasville, CT 06382		
Mr. David Grindel	(860) 887-1755	0
VETERANS CENTER		
2 Cliff Street		
Norwich, CT 06360		
Mr. Garfield Ruker	(860) 887-6255	0
MARTIN LUTHER KING CENTER <u>1</u> /		
21 Fairmont Street		
Norwich, CT 06360		
Ms. Christine Johnson	(860) 886-6600	0
MADONNA PLACE <u>3</u> /		
240 Main Street		
Norwich, CT 06360		
Ms. Elsie Spoust	(860) 887-1608	0
UCONN		
562 N.L. Turnpike		
Norwich, CT 06360		
Mr. Gottfried Beisel	(860) 859-5604	0
CONNECTICUT JOB SERVICE		
113 Salem Turnpike		
Norwich, CT 06360		
Ms. Jacqueline Owens	(860) 886-5529	0
NAACP <u>1</u> /		
PO Box 24		
Norwich, CT 06360		
Ms. Loise Summa	(860) 886-1931	0
THREE RIVERS COM. COLLEGE		
Mahan Drive		
Norwich, CT 06360		
Ms. Linda Misarski	(860) 889-7444	0
Norwich Business & Prof. Women's Club <u>3</u> /		
147 Wawecus Hill Rd.		
Bozrah, CT 06334		

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Ms. Marcia Flowers	(860) 535-1868	0
EASTERN PEQUOT TRIBAL NATION <u>2</u> /		
391 Norwich-Westerly Rd.		
North Stonington, CT 06359		
Ms. Nancy Albert	(860) 441-6760	0
GROTON HUMAN SERVICES		
2 Fort Hill Rd.		
Groton, CT 06340		
Ms. Janene Vandi	(860) 405-9010	0
UCONN AT AVERY POINT		
1084 Shennecossett Rd.		
Groton, CT 06340		
Ms. Peggy Tackett	(860) 449-8348	0
NAVY FAMILY SERVICE CENTER		
Box 93, Nasubase, NLON		
Groton, CT 06340		
Mr. Arthur Henick	(860) 312-3000	0
Mashantucket Pequot Tribal Nation <u>2</u> /		
PO Box 3130		
Mashantucket, CT 06339		
Ms. Barbara Benson	(860) 646-7221	0
I.C.E. EMPLOY & TRAINING SERVICE		
PO Box 672		
Gales Ferry, CT 06335		
Ms. Lisa Russ	(860) 447-1731	0
O.I.C. OF NEW LONDON COUNTY <u>1</u> /		
106 Truman St.		
New London, CT 06320		
Mr. Jack Tinker	(860) 447-1911	0
CONNECTICUT COLLEGE		
270 Mohegan Ave.		
New London, CT 06320		
Mr. Peter Bowler	(860) 447-0884	0
ALLIANCE FOR LIVING		
154 Broad St. (A social services Organization)		
New London, CT 06320		

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Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 4 /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 3 /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

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Ms. Laura Hall (860) 871-9908 0
UCONN Communication Club
45 D. Mt. Vernon Dr.
Vernon, CT 06066

Mr. Tim G. Martelon (203) 378-5155 0
CT School of Broadcasting
80 Ferry Blvd.
Stratford, CT 06615

WALK-INS 0

EMPLOYEE REFERRALS 0

SOURCE UNKNOWN 0

1 / A predominantly African-American School /
Organization

2 / A predominantly Native-American
Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

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Part 2

Full Time Hires (Job #2 of 2)

Job Title: Business Manager

Date Filled: 9/1/25

Total Number of Interviewees: 4

PART 2

FULL TIME HIRES (Job# 2 of 2)

Job Title: Full Time Business Manager
Date Filled: 9/1/25
Total Number of Interviewees: 4

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
www.ctba.org/cgi-bin/HRWorx.pl (Connecticut Broadcaster's Assoc Website)	0
www.careerpage.org/cgi-bin/jobs	0
www.wcty.com (WCTY website)	0
www.wich.com (WICH website)	0
www.wnlc.com (WNLC website)	0
www.bighitbigfun.com (WKNL website)	0
www.hotjobs.yahoo.com (In association with the New London Day)	0
www.ctjobcentral.org	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC/WILI –AM & FM	4 *Hiree
WICH-AM 720	
WCTY-FM 720	
WKNL-FM 720	
WNLC-FM 720	
WILI-AM 720	
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Part 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES **UNDERTAKEN BY STATION UNIT**

ACTIVITY #1: Extraordinary training programs to enable station personnel to improve their positions.

Dates: September 15, 2025 and November 20, 2025

Preparer: Bob Reed

Host/Sponsor of Activity: SoCast Digital Training

Participating Station Personnel: Members of the Sales Department. Art Rowbotham-Executive VP/CEO, Dave Elder-Operations Manager, Bob Reed-Operations, Marketing Consultants – Ted Corning, Joyce Wallace, Melanie Macierowski, Melanie Moyers, Colin Rice, Donna Evan.

These 2 hour training sessions covered what programmatic digital is and how to use the SoCast Reach platform to sell digital to your radio clients. Client examples of how to input into generating platforms to generate a proposal and then show the reporting once a campaign is running. Trainees interacted with SoCast trainer with questions and answers throughout sessions.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

ACTIVITY #2: Activity designed by station to further job dissemination

Preparer: Bob Reed

Dates: December 1, 2024 – November 30, 2025

Host/Sponsor of Activity: Hall Communications

Description of Activity and Station Participation:

In an effort to widely recruit resources for obtaining personnel, stations WICH-AM & FM, WKNL-FM, WCTY-FM, WNLC-FM, WILI-AM & WILI-FM each aired an announcement asking groups or organizations that wish to be notified of any or all job openings, to call the station and their name will be placed on the Employment Notification List. It was noted in the announcement that Hall Communications is an equal opportunity employer and encourages minority and female applicants. Announcements were aired at least once per day, 7 days a week, in all dayparts from December 1, 2024 through November 30, 2025.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

Activity #3: Participation in events programs sponsored by organizations and education institutions to encourage careers.

Preparer: Bob Reed

Dates: January 20, 2025, May 22, 2025 & October 9, 2025

Host/Sponsor of Activity: Hall Communications, The Day Newspaper, Chamber of Commerce of Eastern CT.

Description of Activity and Station Participation:

Hall Communications ran promotional announcements alerting area residents of Job Fairs taking place at the Mystic Hilton in Mystic, CT. Job Fairs took place between 9am and 1 pm. More than 60 businesses and organizations took part at each Job Fair co-sponsored by the Chamber of Commerce of Eastern Connecticut. Hall Executive VP/CEO, Art Rowbotham, Operations Manager, Dave Elder and Operations/Public Relations Bob Reed staffed the booth during all events representing WICH, WCTY, WNLC, WKNL, WILI AM and WILI FM. Information was handed out for any open positions that were available during the mentioned dates.

SUPPLEMENTAL RECRUITMENT ACTIVITIES

ACTIVITY #4

Dates: April 15, 2025 – October 31, 2025

Preparer: Colin Rice-WILI VP/Marketing Manager

Host/Sponsor of Activity: WILI-AM & WILI-FM

Description of Activity and Station Participation:

WILI AM & FM Internship Program, under the supervision of WILI VP/Marketing Manager Colin Rice, recruited students from Eastern CT State University. This program is for college credit only or college experience and is approved by the Connecticut Department of Labor. One Intern was hosted during the Spring of 2025 and two more interns worked at the station during the Summer and Fall of 2025. Each intern invested an average of 12 hours per week. Each intern worked in radio production, voice tracking, music scheduling, remote broadcast and promotions. The interns earned college credits in return. At the end of the each internship, each intern received a written evaluation from radio station supervisors, which then were sent to the student's respective department head.